



## Healthy Work Practices Program (HWPP)

Changes in technology and the information environment present new challenges and opportunities for individuals with disabilities. CAP works to ensure that people with disabilities have equal access to the information environment and opportunities in the Department of Defense and throughout the Federal government.

While CAP accommodates people with disabling conditions such as repetitive stress injuries, we prefer to take a proactive approach to these issues by educating our customers on prevention of the repetitive stress injuries that can result from workstations that lack proper ergonomic configuration. CAP's Healthy Work Practices Program (HWPP) encourages preventative measures for a healthy workplace.

The benefits of effective usage of ergonomic practices will assist in maintaining high levels of productivity, avoiding painful and costly employee injuries, and increasing worker satisfaction. By designing the job around the person, employees will have a decreased risk of injury and an improved perception of their "employee-centered" role at work.

CAP also supports Telework participants and the retention of people with disabilities such as Workers' Compensation claimants by providing assistive technology and services to ensure productivity. CAP will purchase assistive technology to assist individuals who have developed disabling conditions.

### **CAP purchases assistive technology:**

- Alternative keyboards and pointing devices;
- Keyboard trays, key guards and wrist rests;
- Word prediction software and speech recognition software.

### **CAP provides education and resources for preventative measures:**

- Ergonomic presentations, Needs assessments; and
- *The CAP Workplace Ergonomics Reference Guide.*

### **Additional resources:**

Department of Defense Ergonomic Working Group:

<http://www.ergoworkinggroup.org/ewgweb/IndexFrames/index3.htm>

Occupational Safety & Health Administration: [www.osha.gov/](http://www.osha.gov/)

Ergonomics.org: [www.ergonomics.org](http://www.ergonomics.org)

National Coalition on Ergonomics: [www.ncergo.org](http://www.ncergo.org)

Office-Ergo: [www.office-ergo.com](http://www.office-ergo.com)

For more information on the Healthy Work Practices Program, please contact the CAP Office at 703-681-8813 (V), 703-681-0881 (TTY). Additional information is also available on CAP's Website at [www.tricare.osd.mil/cap](http://www.tricare.osd.mil/cap).

